

ADDENDUM A

BROADBAND PAY PROVISIONS

Montana Historical Society – MEA-MFT

This addendum represents the parties' complete agreement for the 2009-2011 contract term concerning the placement, adjustment, and progression of bargaining unit employees' pay under the broadband pay plan prescribed by Section 2-18-303, MCA.

Section 1. Occupational pay ranges. Schedule A (attached) contains the occupational pay ranges for all bargaining unit employees using the 2006 market rates set by the Department of Administration. These pay ranges will remain in effect for the life of this Agreement.

Section 2. Longevity. All pay calculations are on base rates and not inclusive of longevity.

Section 3. Effective the first day of the first pay period In January 2012 the following pay adjustments shall be made:

<u>\$8.05-\$10.18</u>	<u>.30 per hour</u>
<u>\$10.19-\$15.00</u>	<u>.15 per hour</u>
<u>\$15.01-\$23.00</u>	<u>.10 per hour</u>

Section 4. Should Section 2-18-303, MCA be amended to permit wage increases the parties agree to negotiate the application of that amendment.

Section 5 . Future pay plan provisions. The parties may agree to establish a work team of bargaining unit and management representatives to develop further pay plan components such as market progression, competency-based pay, situational pay and strategic pay. It is understood recommendations from the work group will need to be negotiated.

ADDENDUM A

BROADBAND PAY PROVISIONS

Montana Historical Society – MEA-MFT

This addendum represents the parties' complete agreement for the 2009-2011 contract term concerning the placement, adjustment, and progression of bargaining unit employees' pay under the broadband pay plan prescribed by Section 2-18-303, MCA.

Section 1. Occupational pay ranges. Schedule A (attached) contains the occupational pay ranges for all bargaining unit employees using the 2006 market rates set by the Department of Administration. These pay ranges will remain in effect for the life of this Agreement.

Section 2. Longevity. All pay calculations are on base rates and not inclusive of longevity.

Section 3. Effective the first day of the first pay period In January 2012 the following pay adjustments shall be made:

<u>\$8.05-\$10.18</u>	<u>.30 per hour</u>
<u>\$10.19-\$15.00</u>	<u>.15 per hour</u>
<u>\$15.01-\$23.00</u>	<u>.10 per hour</u>

Section 4. Should Section 2-18-303, MCA be amended to permit wage increases the parties agree to negotiate the application of that amendment.

Section 5 . Future pay plan provisions. The parties may agree to establish a work team of bargaining unit and management representatives to develop further pay plan components such as market progression, competency-based pay, situational pay and strategic pay. It is understood recommendations from the work group will need to be negotiated.